

**J O H N A . L O G A N C O L L E G E**  
**Carterville, IL 62918**

Minutes of the special meeting of the Board of Trustees of Community College District No. 530, Counties of Williamson, Jackson, Franklin, Perry, and Randolph, State of Illinois, held at Carterville, Illinois, in O'Neil Auditorium on March 2, 2016, commencing at 7:00 p.m.

The meeting was called to order by Board Chair Don Brewer.

The chair directed the recording secretary to call the roll:

Cheryl Graff	-- present
Bill Alstat	-- present
Jackie Hancock	-- present
Bill Kilquist	-- present
Jake Rendleman	-- present
Ray Hancock	-- present
Brandi Husch	-- present
Don Brewer	-- present

Also present were: Ron House, Interim President; Brad McCormick, Vice-President for Business Services and College Facilities; Larry Peterson, Interim Vice-President for Administration; Laurel Klinkenberg, Vice-President for Instruction; Pat Hewson, College Legal Counsel; Steve O'Keefe, Director of College Relations; Donna Glodjo, Recording Secretary to the Board of Trustees; and other College personnel.

**ADMINISTRATION COMMENTS/RECOMMENDATIONS RELATING TO PERSONNEL REDUCTIONS**

Vice-President for Business Services and College Facilities Brad McCormick shared comments he felt necessary to give some financial context for the action recommended to the board. He noted that he had attempted on numerous occasions at board meetings and presentations to employees to describe the challenge presented to the College by the current budget impasse. He stated the College had experienced a reduction in state funding every year for the past five years, and based on what is known at this time, this year the College must plan on zero dollars coming from the State of Illinois. The current 2016 budget was constructed with an anticipated state revenue total of \$11.3 million in the operating fund which is equal to roughly one third of the College's operating revenue. Mr. McCormick said the recommendation being presented to the board later on the agenda equates to approximately \$4 million in salary and fringe benefit cost reductions. If the board does not approve the recommendation of the administration, the additional debt necessary to meet the operational expenses of the institution for FY 2017 will be \$9 million.

President House stated that many of those present had heard his frustrations with the State of Illinois, adding that he wished the Governor, Speaker of the House, and President of the Senate were sitting at the table having to deal with this recommended action. He said this (reduction in force) is by far the most difficult decision a board can ever make. He stressed that the budget situation has not been caused by anyone in the room, at the College, or in the District, but is being imposed by the legislators in Springfield. Dr. House stated that it is still the job of the administration and Board of Trustees to continue to provide as comprehensive a community college as possible, and provide as many

opportunities for students as possible in good academic programs as well as clubs, organizations, and quality student services. To that end, Dr. House stated the College has pre-funded MAP grants for students, retained adult and continuing education, and maintained a student work program. If the state does not give the College any money for a protracted period of time (which is not definable at this moment), those services and other functions of the College will be seriously impacted. Dr. House stated these cuts of faculty and staff being presented are as far as we can go, and there is very little left to do at the College with personnel. He said we will have lost 25% of our staff in the last five years, going from over 800 employees to approximately 600 employees. He thanked the faculty for their support of the efforts in Springfield to get funding legislation passed. Dr. House said if the board takes action later on the agenda, the administration is ready to sit down with the faculty, impact bargain, and figure out next steps. He assured everyone that when the College has money and has positions available they will begin calling back people immediately.

Chairman Brewer stated that the reason for dealing with the personnel reductions at this time is due to the '60-days prior to the end of the year' requirement for notifications.

### **OPPORTUNITY FOR PUBLIC COMMENTS/QUESTIONS**

The Board of Trustees heard approximately two hours of passionate, sometimes emotional, comments from dozens of students, former students, faculty, staff, former faculty and staff members, and community members advocating for persons on the reduction in force list and for programs in jeopardy. Deep concerns were expressed regarding the long-term effects of the proposed cuts on the future of the College. Suggestions were received for cutting other areas rather than personnel, including athletics, the Community Health Education Complex, and reducing administrative salaries. Large packets of letters in support of affected personnel and programs from students, colleagues, and community members were also presented to the board.

The Board took a five-minute break at 9:10 p.m. and returned to hear another 45 minutes of comments. Chairman Brewer thanked participants for their comments and concluded the public comments session by stating that if those present knew the board members personally, they would know that trustees are in agreement with the majority of the comments made.

### **CLOSED SESSION**

Chairman Brewer stated it was desirable to hold a closed session to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific individuals; and that he would appreciate board action and a roll call vote to that effect.

Bill Kilquist and Jackie Hancock moved and seconded that the special meeting of the John A. Logan College Board of Trustees be declared in closed session.

Upon roll call, all members voted yes. Motion carried.  
(Resolution #16-3296)

The special meeting was declared in closed session at 10:00 p.m.

The special meeting was declared back in regular session at 11:05 p.m.

President House stated there were some questions raised during the public comments session he would like to address. He asked Vice-President McCormick to respond to a question regarding a \$5 million “other” budget category. Mr. McCormick explained that ICCB has standards as to how the College’s general ledger is constructed and one of those requirements categorizes scholarships and tuition waivers into the “other” area of designation. He clarified almost \$3.9 million in FY 2015 was scholarships and tuition waivers. President House addressed the concerns expressed by students about not being able to finish a particular program, stating that no programs are being cut on this agenda. He said if there are any future program cuts, students in those programs will be allowed the opportunity to finish out the program.

### **REDUCTION IN FORCE (Appendix I)**

President House recommended and Bill Kilquist and Ray Hancock moved and seconded that the Board of Trustees adopt the following recommendation as presented by the President:

As to Full-Time Faculty:

That the Board approve a reduction in force consisting of the full-time faculty members on the attached list (Appendix I), and that such full-time faculty members who are tenured be given notice of honorable dismissal effective at the end of the spring 2016 semester and the reasons therefor, and that they be notified of their rights to be recalled for the period of two years following their honorable dismissal as provided by statute. He further recommended that such full-time faculty members who are non-tenured be given notice of honorable non-renewal effective at the end of the spring 2016 semester and the reasons therefor.

As to Non-Faculty Personnel with Contracts:

That the Board approve a reduction in force consisting of the non-faculty personnel on the attached list (Appendix I) who have employment contracts that expire in June 30, 2016, by non-renewing the contracts of those persons, and that such persons be given notice of honorable non-renewal effective June 30, 2016, and the reasons therefor.

As to Non-Faculty Personnel without Contracts:

That the Board approve a reduction in force consisting of the non-faculty personnel on the attached list (Appendix I) who do not have employment contracts and that such persons be given notice of honorable dismissal effective June 30, 2016, and the reasons therefor.

Trustee Ray Hancock stated his vote is uniquely difficult. He said he had the pleasure and responsibility of leading many of the planning and implementation teams that built the programs, the staff, the budgets, student enrollments, the image and facilities of the College between 1974 and 2000. Dr. Hancock stated it is his hope that much of the action taken this evening will never be implemented; however, he said we cannot control the devastation that some powerful, ideological, political leaders are inflicting on the higher education system and the state. He recognized the broken spirits and adversarial feelings, but asked that everyone to be patient and look to the future. He noted the College still has a solid infrastructure, and asked everyone to remain positive, rebuild and make the College once again one of the jewels in the crown of Illinois higher education. He encouraged those present to take the passion they have shown during the meeting and call each of the district legislators and the

Governor's Office and let them know what they are doing to one of the finest colleges in the state. Dr. Hancock concluded by stating there are times one must eliminate some of the parts in order to preserve the whole.

Chairman Brewer assured everyone that no member of the Board of Trustees takes pleasure in the action that will be taken. Quite to the contrary, Chairman Brewer said each trustee has fretted and lost sleep over the action. He said to those who feel that the board has taken past actions and made decisions to cause the dilemma the College faces, there is probably nothing he can say that will change their mind. However, he added that when the board made decisions, there was no way they could have had any idea the State of Illinois was going to short the College \$10 million. He noted it is not possible for any institution to operate on the same level as it has in the past when it loses one-third of its revenue. Mr. Brewer said the board and administration sincerely hope some of those people losing their positions can be re-hired in the future, but that cannot be guaranteed. He said ultimately, there may be more cuts in the future.

Upon roll call all members voted yes with the exception of Student Trustee Brandi Husch, who voted no. Motion carried.  
(Resolution #16-3297)

#### **ANNOUNCEMENTS**

None.

#### **ADJOURNMENT**

Jake Rendleman and Bill Alstat moved and seconded that the special meeting of the John A. Logan College Board of Trustees be adjourned.

A voice vote showed all in favor. Motion carried.  
(Resolution #16-3298)

The meeting was duly adjourned.

Respectfully submitted: Donna Glodjo, Recording Secretary to the Board of Trustees.

Don Brewer, Chair

Jake Rendleman, Secretary